

WAC 296-307-60405 Provide medical evaluations.

IMPORTANT:

If you have provided an employee with a medical evaluation addressing respirator use, as required by another chapter, that evaluation will meet the requirements of this section.

You must:

- Follow the medical evaluation process, Steps 1 through 7 in this section, to provide medical evaluations for employees at no cost to them.

Medical Evaluation Process

Step 1: Identify employees who need medical evaluations AND determine the frequency of evaluations from Table 7. Include employees who:

- Are required to use respirators

OR

- Voluntarily use respirators that are **not** filtering-facepiece respirators

Note:

You may use a previous employer's medical evaluation for an employee if you can:

- Show the employee's previous work and use conditions were substantially similar to yours

AND

- Obtain a copy of the licensed health care professional's (LHCP's) written recommendation approving the employee's use of the respirator chosen by you.

Step 2: Identify a licensed health care professional (LHCP) to perform your medical evaluations.

Note: If you select a different LHCP, you do not need to have new medical evaluations done.

Step 3: Make sure your LHCP has the following information **before** the evaluation is completed:

- Information describing the respirators employees may use, including the weight and type.
- How the respirators will be used, including:
 - How often the respirator will be used, for example, daily, or once a month
 - The duration of respirator use, for example, a minimum of one hour, or up to twelve hours
 - The employee's expected physical work effort
 - Additional personal protective clothing and equipment to be worn
- Temperature and humidity extremes expected during use
- A copy of your written respiratory protection program **and** this part.

Note:

• You may choose to send the questionnaire to the LHCP ahead of time, giving time to review it and add any necessary questions

- The LHCP determines what questions to add to the questionnaire, if any; however, questions in Parts 1-3 may not be deleted or substantially altered.

Step 4: Administer the medical questionnaire in WAC 296-307-61605 to employees, OR provide them a medical exam that obtains the same information.

Note: You may use online questionnaires if the questions are the same and requirements of this section are met.

- Administer the examination or questionnaire at no cost to employees:
 - During the employee's normal working hours

OR

- At a time and place convenient to the employee
- Maintain employee confidentiality during examination or questionnaire administration:
 - Do **not** view employee's answers on the questionnaire
 - Do **not** act in a manner that may be considered a breach of confidentiality

Note: Providing confidentiality is important for securing successful medical evaluations. It helps make sure the LHCP gets complete and dependable answers on the questionnaire.

- Make sure employees understand the content of the questionnaire.
- Provide the employee with an opportunity to discuss the questionnaire or exam results with the LHCP.

Step 5: Provide follow-up evaluation for employees when:

- The LHCP needs more information to make a final recommendation

OR

- An employee gives any positive response to questions 1-8 in Part 2 **OR** to questions 1-6 in Part 3 of the WISHA medical evaluation questionnaire in WAC 296-307-61605.

Note: Follow-up may include:

- Employee consultation with the LHCP such as a telephone conversation to evaluate positive questionnaire responses
- Medical exams
- Medical tests or other diagnostic procedures.

Step 6: Obtain a written recommendation from the LHCP that contains only the following medical information:

- Whether or not the employee is medically able to use the respirator
- Any limitations of respirator use for the employee
- What future medical evaluations, if any, are needed
- A statement that the employee has been provided a copy of the written recommendation.

Step 7: Provide a powered, air-purifying respirator (PAPR) when the LHCP determines the employee should not wear a negative-pressure air-purifying respirator **AND** is able to wear a PAPR.

Reference: See WAC 296-307-602 for requirements regarding selection of air-purifying respirators.

Note:

- You may discontinue medical evaluations for an employee when the employee no longer uses a respirator.
- If you have staff conducting your medical evaluations, they may keep completed questionnaires and findings as confidential medical records, if they are maintained separately from other records.

Use Table 7 to determine medical evaluation frequency.

**Table 7
Evaluation Frequency**

Type of Evaluation:	When required:
Initial medical evaluations	<ul style="list-style-type: none"> • Before respirators are fit-tested or used in the workplace.
Subsequent medical evaluations	<ul style="list-style-type: none"> • If any of these occur: <ul style="list-style-type: none"> – Your licensed health care professional (LHCP) recommends them; for example, periodic evaluations at specified intervals. – A respirator program administrator or supervisor informs you that an employee needs reevaluation. – Medical signs or symptoms (such as breathing difficulties) are: <ul style="list-style-type: none"> ■ Observed during fit-testing or program evaluation <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> ■ Reported by the employee – Changes in worksite conditions such as physical work effort, personal protective clothing, or temperature that could substantially increase the employee's physiological stress.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060. WSR 05-01-166, § 296-307-60405, filed 12/21/04, effective 4/2/05.]